

Dept. of Alcoholic Bev. Div. Facts – FY '12

http://www.iowaabd.com/

General Information

Address: 1918 SE Hulsizer Road
Ankeny, IA 50021-3941



Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 75	# PT EEs: 0	# Temporary EEs: 2	Average Length of Service: 6.43
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Span of Control: 14.80	Total Unemployment Insurance Claims: 13
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	4	45-54	14	<25	0	45-54	3	# of Females:	21	# of Males:	54
25-34	23	55-64	17	25-34	1	55-64	1	% of WF:	28.00%	% of WF:	72.00%
35-44	16	65+	1	35-44	0	65+	0	Average Age:	40.33	Average Age:	43.75
Employee Average Age: 42.79				Supervisor Average Age: 48.19				Average Length of Service: 10.77		Average Length of Service: 4.74	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	4	# of Non-minorities:	71	# African-American:	2	# of "did not respond":	0
% of Workforce:	5.33%	% of Workforce:	94.67%	# Asian/Pacific Island:	0	% of Workforce:	0%
Average Age:	38.39	Average Age:	43.04	# Am. Indian/Alaskan:	1	Average Age:	N/A
Average Length of Service:	2.94	Average Length of Service:	6.62	# Hispanic or Latino:	1	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	0	# of Persons With No Disabilities:	75	# of "did not respond":	0
% of Workforce:	0%	% of Workforce:	100%	% of Workforce:	0%
Average Age:	N/A	Average Age:	42.79	Average Age:	N/A
Average Length of Service:	N/A	Average Length of Service:	6.43	Average Length of Service:	N/A

Officials/Administrators EEO Category 1: 5	Professionals EEO Category 2: 16	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 7	Skilled Craft EEO Category 7: 1	Service/Maintenance EEO Category 8: 44

Separation Rate: 23.78%	Hire Rate: 32.17%	Number Hires: 23	Transfer In: 0
Retirements: 1	All Terminations: 7	Voluntary Quits: 6	Transfer Out: 3

# of Classes Used: 26	Most Populous Classes: Warehouse Operations Wrkr (22), Transport Driver (17), Clerk-Specialist (4), Driver (4)		
Separations - By Class:	Warehouse Operations Wrkr (9), Transport Driver (2), Driver (1), Investigator 3 (1), Public Service Executive 4 (1)		
# Eligible for Retirement:	11 in next 5 years	% Eligible: 14.67%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$33,631.04	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$3,747,843.96	Avg. Base Salary: \$44,507.64	Overtime Days Worked: 1,530.6
Overtime Cost: \$325,540.18	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$217,688.90	Vacation Days Earned: 1,224.7	Vacation Used Expense: \$160,764.36	Vacation Days Taken: 923.9	
Sick Leave Days Earned: 1,277.7	Reg. Sick Leave Used Expense: \$83,001.93	Reg. Sick Leave Days Used: 513.9	Converted Sick Leave To Vacation Days Used: 114.0	
Sick Leave -Earned Value: \$209,324.56		Avg. Sick Leave Days Per EE: 6.85	Converted Sick Leave To Vacation Used Expense: \$20,875.44	
Injury Leave Used Expense: \$3,319.04	Injury Leave Days Used: 25.1	Classification Appeals: 0	Reclassifications Up (Filled): 0 Up (Vacant): 2 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	Grievances Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: 0
Funeral Leave Used Expense: \$7,748.01	Funeral Days Used: 44.9	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$243.72	Jury Leave Days Used: 1.5	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012